Institute of Cardiovascular & Medical Sciences

We have made supporting early career staff a top priority in the Institute and developed “12 Ps for PIs”, a list of areas that PIs should remember in relation to their early career staff. All principal investigators have made written pledges to adhere to these and we have added a mandatory section to the annual appraisal where principal investigators detail what they have done that year to develop the careers of their group members.

12Ps for PIs
1. Prioritise career development over lab stability
2. Planning and P&DR – career development plans and annual appraisal
3. Personal fellowships – new fellowship mentoring scheme
4. Promote – discuss and plan for promotion
5. Pass on opportunities
6. Pay – apply for grant funding to employ staff at higher pay grades
7. Prizes – nominate or encourage applications
8. Publications – extra opportunities such as pilots or methods
9. Pilot funding application led by ECR
10. Parental and carer support
11. PhD supervision – officially recognised additional post-doc supervisor per student
11. Prejudice – equality, diversity and unconscious bias training

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